

UFCW 1189 and River Market Community Co-op Reach Tentative Agreement

Below are some highlights from the agreement. Please look at the Tentative Agreement to read the entire document. This Tentative Agreement comes with a full committee recommendation to vote yes.

Grievance Procedure – Article 9

- There is a laid-out process to grieve unjust contract violations and happenings in the workplace. A grievance procedure helps with job security and protection.

Just Cause – Article 8

- You cannot be fired or written up without just cause.

Job Bidding – Article 7.5

- If two or more candidates for a particular position are equally qualified, the Employer will select the most senior candidate.
- A bargaining unit position will be posted for 7 days internally.

Wages – Article 5

- Higher starting rates with an annual increase of \$.25 with a \$.50 increase at year 5, 10, and 15. Anyone who is below where they should be will be moved to the correct spot on the next full pay period, which is Sunday, February 14. Anyone who is above their pay grade will receive .25 cents on their hire date anniversary.

	Cashier, Grocery Clerk, Co-op-to-Go Clerk	MOD, Banker	Produce Clerk, Deli Clerk	Wellness Clerk, Cook, Lead, Pricing Clerk, Maintenance
1 year	\$12.55	\$13.05	\$13.55	\$14.05
2 years	\$12.80	\$13.30	\$13.80	\$14.30
3 years	\$13.05	\$13.55	\$14.05	\$14.55
4 years	\$13.30	\$13.80	\$14.30	\$14.80
5 years	\$13.80	\$14.30	\$14.80	\$15.30
6 years	\$14.05	\$14.55	\$15.05	\$15.55
7 years	\$14.30	\$14.80	\$15.30	\$15.80
8 years	\$14.55	\$15.05	\$15.55	\$16.05
9 years	\$14.80	\$15.30	\$15.80	\$16.30
10 years	\$15.30	\$15.80	\$16.30	\$16.80
11 years	\$15.55	\$16.05	\$16.55	\$17.05
12 years	\$15.80	\$16.30	\$16.80	\$17.30
13 years	\$16.05	\$16.55	\$17.05	\$17.55
14 years	\$16.30	\$16.80	\$17.30	\$17.80
15 years	\$16.80	\$17.30	\$17.80	\$18.30

Holiday Pay – Article 11

- 4 paid holidays: New Year's Day, Easter, Thanksgiving, and Christmas Day. Full-time employees will be 8 hours for each holiday listed and part-time employees will be paid for 4 hours.
- Employees who work on Memorial Day, Independence Day, Labor Day, or Christmas Eve will receive an additional \$.50 for all hours worked.

Discounts – Article 6.3

- All employees will receive a 20% discount off purchases.
- The employee discount can be used in conjunction with coupons, Bulk Thursdays, Wellness Wednesdays, Fill it Fresh Fridays, and Owners' Appreciation Days.

Labor Management Committee – Article 14.3

- A committee composed of management and union members will meet twice a year to discuss non-formal grievances.